



Ref: CIL/STEX 34/AGM

Date: August 31, 2023

To

The Secretary, BSE Limited Corporate Relationship Dept, P.J. Towers, Dalal Street, Fort, Mumbai-400 001	The Secretary, National Stock Exchange of India Limited Plot No.C/1, G Block, Bandra Kurla Complex Bandra (East), Mumbai-400 051
Scrip Code /Scrip Id: 540710/CAPACITE	Scrip Symbol: CAPACITE

Dear Sir/ Madam,

Sub: Submission of Business Responsibility and Sustainability Report ("BRSR") under Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015 ("SEBI LODR Regulations")

Pursuant to Regulations 34(2)(f) of SEBI LODR Regulations, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2022-23, which forms an integral part of the Annual Report for the Financial year 2022-23, submitted to the Exchanges.

Kindly take the same on your record and acknowledge receipt.

Thanking you,

Yours faithfully,

For Capacit'e Infraprojects Limited,



Dinesh Ladwa
Compliance Officer

Mumbai (Head Office) :

605 - 607, Shrikant Chambers, Phase - I, 6th Floor, Adjacent to R. K. Studios, Sion -Trombay Road, Chembur,
Mumbai - 400 071. Maharashtra, India. Tel.: 022 7173 3717 • Fax : 022 7173 3733 • E-mail : info@capacite.in

ANNEXURE VII

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

As per amended provisions of Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, your Company has adopted

Section A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the listed Entity	L45400MH2012PLC234318
2	Name of the Listed Entity	Capacit'e Infraprojects Limited
3	Year of incorporation	2012
4	Registered office address	605-607, 6 th Floor, A Wing, Shrikant Chambers, Phase-I, Adjacent to R. K. Studios, Sion-Trombay Road, Chembur, Mumbai 400 071, Maharashtra, India
5	Corporate address	605-607, 6 th Floor, A Wing, Shrikant Chambers, Phase – I, Adjacent to R K Studios, Sion-Trombay Road, Chembur, Mumbai – 400 071, Maharashtra, India
6	Email	sustainability@capacite.in cs@capacite.in
7	Telephone	+91- 22- 71733717
8	Website	www.capacite.in
9	Financial year for which reporting is being done	April 01, 2022, to March 31, 2023
10	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid up capital – 31.03.2023	6,789.15 Lakh
12	Name and contact details (telephone, email address) of the person who may contacted in case of any queries on the BRSR report	Dinesh Ladwa (dinesh.ladwa@capacite.in)
13	Reporting boundary- Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Infrastructure	Engineering, Procurement & Construction of Highrise & Super Highrise, Retail and Commercial, Gated Communities, Healthcare & factory, Data Centres and Car parks.	100

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No	Product/Service	NIC Code	% of total Turnover Contributed
1.	Construction of Buildings	45400	100%

III. Operations

16. Number of locations where plants and/ or operations/Offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	The Company has executed projects located in the 8 states of India and 01 Union Territory i.e. Maharashtra, Karnataka, Tamil Nadu, Kerala, , Haryana, Telangana, Uttar Pradesh, Bihar and Delhi	Corporate Office/Regional office 01 Nos. in Mumbai 01 Nos. in Delhi Site-Operation office- 01 Nos. in Maharashtra 01 Nos. in Karnataka 01 Nos. in Tamil Nadu 01 Nos. in Kerala 01 Nos. in Delhi 01 Nos. in Haryana 01 Nos. in Telangana 01 Nos. in Uttar Pradesh 01 Nos. in Bihar	11
International	-		

17. Markets served by the entity: **India**

- a. Number of locations

Locations	Number
National (No. of states)	The Company has executed projects located in the 8 states of India and 01 Union Territory i.e. Maharashtra, Karnataka, Tamil Nadu, Kerala, Delhi, Haryana, Telangana, Uttar Pradesh, Bihar and Delhi
International (No of Countries)	-

- b. What is the contribution of exports as a percentage of the total turnover of the entity?

Not Applicable

- c. A brief on type of customers

The Company provide services to marquee clients in varied portfolio sectors such as Highrise & Super Highrise, Retail and Commercial, Gated Communities, Healthcare & factory, Data Centres and Car parks which includes both private and public sector organisations.

IV. Employees

18. Details as at the end of Financial Year: 2022-2023

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No (B)	%(B/A)	No (C)	%(C/A)
Employees						
1	Permanent (D)	974	909	0.930%	65	0.076%
2	Other than Permanent (E)	739	736	0.100%	3	0.004%
3	Total Employees (D+E)	1713	1645	0.96	68	0.04%
Workers						
4	Permanent (F)	(No workers on roll of the Company)				
5	Other than Permanent (G)	1062	1061	0.100%	1	0.000%
6	Total Worker (F+G)	1062	1061	0.100%	1	0.000%

b. Differently abled Employees and workers: Nil

S. No	Particulars	Total (A)	Male		Female	
			No (B)	%(B/A)	No (C)	%(C/A)
Differently abled Employees						
1	Permanent (D)	--	--	--	--	--
2	Other than Permanent (E)	--	--	--	--	--
3	Total differently abled Employees (D+E)	--	--	--	--	--
Differently abled Workers						
4	Permanent (F)	--	--	--	--	--
5	Other than Permanent (G)	--	--	--	--	--
6	Total differently abled Worker (F+G)	--	--	--	--	--

19. Participation/ Inclusion/ Representation of women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	08	02	25%
Key Management Personnel	05	01	20%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY_2022_2023 (Turnover rate in current FY)			FY_2021_2022 (Turnover rate in previous FY)			FY_2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	This will be calculated from next financial year								
Permanent Workers	Not applicable as only thirty-party contract workers are engaged.								

V. Holding, Subsidiary and Associate Companies (including Joint ventures)

21. (a) Names of Holding/Subsidiary/Associate Companies/Joint ventures

S. No	Name of the Holding/Subsidiary/Associate Companies/Joint ventures (A)	Indicate whether Holding/Subsidiary/Associate Companies/Joint ventures	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	CIPL-PPSL-Yongnam Joint Venture Constructions Private Limited	Subsidiary	100%	At present, the BR initiatives have been undertaken at parent Company level.
2	PPSL- Capacite JV	Joint Venture	Not applicable	
3	TCC Construction Pvt. Ltd	Associate Entity	37,10,000 Equity shares having face value of 1 INR each (37.10%)	
4	TPL-CIL Construction LLP	Associate Entity	Not Applicable	
5	Capacit'e Viraj AOP	Joint Venture	Not Applicable	
6	Captech Technologies Private Limited*	Associate Entity	1,24,000 Equity shares having Face Value of INR 10 each (39.80%)	
7	CEPL CIL JV	Joint Venture	Not Applicable	
8	CIL SIPL JV	Joint Venture	Not Applicable	
9	Capacite E-Governance JV	Joint Venture	Not Applicable	

* Captech Technologies Private Limited was Associate Entity till September 29, 2022.

VI. CSR details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

(ii) Turnover (in ₹) 1,347,92.33 lakhs (2021-2022)

(iii) Net worth (in ₹) 973.99 crore (2021-2022)

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	No	0	0	--	0	0	--
Investors (other than shareholders)	No	0	0	--	0	0	--
Shareholders	Yes	1	0	--	5	0	--

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Employees and workers	No	0	0	--	0	0	--
Customers	No	0	0	--	0	0	--
Value Chain Partners	No	0	0	--	0	0	--
Other (please specify)	No	0	0	--	0	0	--

Weblink: <https://www.capacite.in/investors/lodr/>

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environment, Social and Governance	Risk	-ESG Due Diligence	ESG policy statement, development/ ESG management system development	Negative
2.	Health & Safety	Risk	- ESG Due Diligence	Training/ Awareness/ review at senior level and board committee. Capacit'e Infrastructure Projects is committed to its zero harm to life.	Negative
3.	Employee & Workforce Engagement, Wellbeing	Opportunity	- ESG Due Diligence	-	Positive
4.	Human Rights & Labour Conditions	Risk	- ESG Due Diligence	CIL ensures its commitment to provide safe, caring and wellbeing of its employee/workers throughout the Company's operation. This is embedded in its various corporate policies like Environment, Health & Safety (EHS) Policy, Protection of Women's Rights at Workplace Policy and the Code of Conduct. Training on various issues related to human rights are covered under new employee induction, EHS training, POSH, code of conduct etc.	Negative

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001:2018, and ISO 14001:2015	ISO 45001:2018,	-	Indian labour Codes	ISO 14001:2015	-	-	-	-
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	-	c)	-	-	-	a)	-	b)	d)
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	-	c)	-	-	-	a)	-	b)	d)
	a) 6% Reduction of Cement consumption cost by substituting fly Ash b) 100% usage of AAC block to minimise the usage of natural clay bricks c) green building concept in almost 60% of the project d) Number of lives to be impacted by CSR projects: 5 lakhs by FY 2025									

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The Company is in process of developing ESG policy statement, development/ ESG management system development

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr Rahul R. Katyal Designation: Managing Director & Chief Executive Officer								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company's CSR and proposed ESG Committee are/would be responsible for sustainability related issues. The focus of CSR activities are; promotion of healthcare, disaster management. Including relief, rehabilitation and reconstruction activities (Annual Report 2021-2022)								

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/half yearly/Quarterly/ Any other- please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis. The proposed ESG Committee would be responsible for implementation, reporting and monitoring as a part of ESG review.																	
	During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes. CIL conduct audit in various ICs on different subjects such as ISO 14001, ISO 45001 and ISO 9001.								
	During the audit process the performance of the related policies of the company are evaluated. The audit process includes verification of the checking policy elements, procedures, documented records, formats and action plans etc.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/ No)	--	--	--	--	--	--	--	--	--
The entity is not at a stage where it is in a position to formulate and implement the policies on specifies principles (yes/ No)	--	--	--	--	--	--	--	--	--
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	--	--	--	--	--	--	--	--	--
It is planned to be done in the next financial year (yes/no)	--	--	--	--	--	--	--	--	--
Any other reason (please specify)	--	--	--	--	--	--	--	--	--

Not Applicable

Section C: Principle Wise Performance Disclosure

Principle 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicator

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year.

Segment	Total Number of training and awareness programme held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of directors	6 manhours	Company provides following training	100%
Key Managerial Personnel	20 manhours	1) HSE Induction Training for staff and workers	100%
Employees other than BoD and KMPs	14045 manhours	2) HSE Refresher Trainings	100%
Workers	52741 manhours	3) Environmental Awareness trainings 4) New employees HSE Induction 5) New Workers HSE Induction at Project Site 6) Top Management & Senior Leadership Team- HSE Appreciation & Orientation Training 7) Project Site Management Team - Annual HSE Outreach Workshop 8) Project Site Execution Team- Annual HSE Outreach Workshop 9) Emergency Response Team- Capacity Building Training 10) First Aiders & Paramedical Staffs- Capacity Building Training 11) Operators & Signalmen - Competency Assessment & Enhancement Training 12) Skilled Workers- Work & Tool specific safety training 13) Unskilled Workers- Work Specific Safety Training 14) Workers- Daily Tool Box Talk 15) Mass Awareness Training 16) Health & Personal Hygiene Training 17) AIDS Awareness Training 18) Visitors - HSE Induction Training/Instructions	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred ? (Yes/No)
Penalty/Fine	-	-	Nil	-	-
Settlement	-	-	Nil	-	-
Compounding Fee	-	-	Nil	-	-

Non Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred ? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

3. Details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

4. Does the entity have an anti-corruption or anti bribery policy? If yes, please details in brief and if available, provide a web link to the policy.

Yes, The Company has Corporate Integrity policy that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Code of Conduct. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees, consultants, contractors, or any other person associated with the Company and such person acting on behalf of the Company

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery / corruption against directors / KMPs / employees / workers that have been brought to the Company's attention

	FY__2022-2023 (Current Financial year)	FY_2021-2022 (Previous Financial year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest:

	FY_2022-2023 (Current Financial year)		FY_2021-2022 (Previous Financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

7. Provide details of any corrective action taken or underway on issues related to fines penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable**Leadership Indicators**

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total Number of awareness programme held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
120 Training	CIL HSE system Requirements	100%

2. Does the entity have processes in place to avoid/manage conflict of interest involving members of the Board? (Yes/No) If yes, please details the same.

The Company addresses and manages conflict of interests involving members of the Board which may arise due to Directors joining the Boards of other companies and even conflicts which would take place during the course of normal business activities. The Company however, is yet to develop documented processes and will do so in the next financial year.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe**Essential Indicators**

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, The Company strives to design and construct sustainable Projects which incorporate conservation measures and continuous monitoring of environment. The Company is conscious of the need to conserve resources, especially the ones used in operation, therefore, the Company's philosophy is to make efficient use, eliminating waste, recycling and reusing the material to the extent possible without compromising safety. CIL first priority has always been to use locally available raw materials and labour for the construction activities.

b. If yes, what percentage of inputs were sourced sustainably?

The percentage of the inputs for sustainable sourcing will be evaluated in the next financial year,

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation. The Company is in the process of developing system for quantification of different waste categories and their subsequent recycle, reuse and disposal.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR is not applicable as the major business of the Company is construction and associated services and the Company does not manufacture any consumer products.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Not Applicable

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the life cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link
-	-	-	-	-	-
-	-	-	-	-	-

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

Not Applicable

Name of Product/Service	Description of the risk/Concern	Action Taken
-	-	-
-	-	-
-	-	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY_2022-2023 Current Financial Year	FY_2021-2022 Previous Financial Year
Reduction of Cement consumption cost by substituting fly Ash	--	16%
Usage of AAC block to minimise the usage of natural clay bricks	--	100%
Reuse of construction and demolition waste	4%	9.3%

Indicate input material	Recycled or re-used input material to total material	
	FY_2022-2023 Current Financial Year	FY_2021-2022 Previous Financial Year
Curing wastewater is reused at the site after primary treatment for eliminating dust	100%	100%
Waste steel bars are recycled to manufacture secondary steel	100%	64%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not applicable as the Company does not have any specific consumer product except heavy construction machinery and there is no product reclamation at the end of the product life. However, the waste material generated at the construction and project sites are reused, recycled and disposed as per the applicable regulatory requirements. Construction debris, construction/ curing wastewater, and sewage from camp and site offices are the three principal waste streams generated from construction project sites. The Company reuse construction debris for back filling, curing wastewater is reused at the site after primary treatment for eliminating dust and waste steel bars are recycled to manufacture secondary steel.

	FY_2022-2023 Current Financial Year			FY__2021-2022 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastic (including packaging)	-	-	0.5 ton	-	-	0.5 ton
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	Steel scrap – 1540.64 Ton Wooden Scrap – 439.35 Ton Debris - 12761 Ton

5. Reclaimed products and their packaging materials (as percentage of products sold for each product category)

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	-

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential indicators

1 a. Details of measures for the well-being of employees (% of employees covered)

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Insurance		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	909	909	100%	909	100%	--	--	--	--	--	--
Female	65	65	100%	65	100%	65	100%	--	--	--	--
Total	974	974	100%	974	100%	65	100%	--	--	--	--
Other than Permanent Employees											
Male	736	736	100%	736	100%	--	--	--	--	--	--
Female	3	3	100%	3	100%	3	100%	--	--	--	--
Total	739	739	100%	739	100%	3	100%	--	--	--	--

1 b. Details of measures for the well being of workers (% of workers covered)

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Insurance		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male		--	--	--	--	--	--	--	--	--	--
Female		--	--	--	--	--	--	--	--	--	--
Total		--	--	--	--	--	--	--	--	--	--
Other than Permanent Workers											
Male		1061	100%	1061	100%	NIL	NIL	--	--	--	--
Female		1	100%	1	100%	1	100%	--	--	--	--
Total		1062	100%	1062	100%	1	100%	--	--	--	--

2. Details of retirement benefits, for current FY and Previous Financial Year.

Benefits	FY_2022-23 (Current Financial year)			FY_2021-2022 (Previous Financial year)		
	No. of Employees covered as a % of total employees	No. of Workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/NA)	No. of Employees covered as a % of total employees	No. of Workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/NA)
PF	22.24%	-	Y	37.55%	-	Y
Gratuity	54.6%	-	Y	54.66%	-	Y
ESI	5.74%	-	Y	3.76%	-	Y
Other please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

At present the Company is yet to install accessible option for differently abled employees and workers. The Company is proposing to initiate steps towards creating options for accommodating these categories of people in the next financial year, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is yet to develop an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. The Company is committed to revise the existing HR Policy and incorporate the same as part ESGMS.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	3	100%	1	100%
Total	3	100%	1	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/ No (if Yes, then give details of the mechanism in brief)
Permanent Workers	The Company is in process to develop Grievance Redressal Policy which will be extended to all employees and workers. The policy will be implemented from this financial year as per ESG Management System. The Company is planning to appoint/ nominate a dedicated Grievance Officer whose contact details will be communicated to all workers onsite. Additionally, Grievance Committee will be established to deal with grievances, which will include management, supervisors and workers' representatives at Level I. A Level II comprising of a mix of management representatives at the corporate level will be considered. The workers will be provided access to lodge anonymous grievances as well and an acknowledgement receipt for raised grievance except for anonymous complaints would be provided to the grievant party.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY (Current Financial Year) 2022-2023			FY (Previous Financial Year) 2021-2022		
	Total Employees/ Workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total Employees/ Workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2022-2023 (Current Financial year)					FY 2021-2022 (Previous Financial year)				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	107	--	--	107	19.03%	91	--	--	91	14.70%
Female	15	--	--	15	2.67%	11	--	--	11	1.77%
Total	122	--	--	122	--	102	--	--	102	--
Workers										
Male	--	--	--	--	--	--	--	--	--	--
Female	--	--	--	--	--	--	--	--	--	--
Total	--	--	--	--	--	--	--	--	--	--

9. Details of performance and career development reviews of employees and worker:

Benefits	FY 2022-2023 (Current Financial year)			FY 2021-2022 (Previous Financial year)		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	1590	879	55.28%	1715	969	56.50%
Female	64	27	42.18%	78	43	55.12%
Total	1654	906	54.77%	1793	1012	56.44%
Workers						
Male	796	693	87.06%	NIL	NIL	NIL
Female	2	2	100%	NIL	NIL	NIL
Total	798	695	87.09%	NIL	NIL	NIL

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**. If yes, the coverage such system?

Yes, the Company has obtained certification for ISO 45001:2018 (Occupational Health & Safety Management System). It covers the entire operation of construction activities and offices.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Comprehensive HSE system including HIRA register and Aspect Impact Register has been developed and implemented across its operation. Risk Assessments & Safe Work Method Statement are developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are required to be documented, approved and communicated to all relevant parties involved in the activity.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. **(Y/N)**

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risks.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**

Yes, first aid facilities are available for both employees and workers.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY__2022-2023 Current Financial Year	FY_2021-2022 Previous Financial year
Lost time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employee	0.00	0
	Workers	0.08	0.19
Total recordable work-related injuries	Employee	0	0
	Workers	14	15
No .of fatalities	Employee	0	1
	Workers	2	1
High consequence work-related injury or ill health (excluding fatalities)	Employee	0	0
	Worker	5	8

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company has developed an Integrated Management System (IMS) to demonstrate the capability of organization to continuously provide products and services that address customer requirements and to satisfy legal requirements and improve environmental and occupational health & safety performance of the Company. Additionally, the company has developed and implemented Emergency Response Plan.

CIL has developed an onsite Emergency Plan. The Plan covers topics concerning Fire and explosion, Collapse of lifting appliances & Transport equipment, Collapse of building, sheds & structures, fall of man / Material from height, Spillage of chemicals, Gas line leakage leading to panic situation, Landslide / cave in, Electrical shock, Natural calamities i.e. flood, earthquake, Cyclone, etc.

13. Number of Complaints on the following made by employees and workers:

Benefits	FY__2022_2023 (Current Financial year)			FY__2021_2022 (Previous Financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

* No complaints made by Employees and workers for working conditions and Health safety

14 Assessment for the year

	% of your projects and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100%
Working Conditions	CIL has robust Internal audit process in line with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, its requirement covers all construction projects and office. Yearly internal audit is conducted in a financial year for all such operations/sites/offices.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company has a practice of incident and accident reporting in terms of loss time accident and incident. Based on the incident and accident reported onsite, root cause analysis of the accident/incident is undertaken to investigate the cause of the event, nature of injury and treatment provided to the affected individual are recorded in the report. This approach supports the company in taking preventive measures to reduce and avoid the occurrence of the accident/ incident of similar nature.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the Company extends life insurance coverage for work related death of its employees and workers.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Yes, the Company ensures that applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement. The Company is also committed to confirm that the value addition partners are complying with statutory compliances and their validation.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY__2022-2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)	FY 2022-2023 (Current Financial year)	FY2021-2022 (Previous Financial year)
Employee	01	03	02	NIL
Workers	06	08	05	06

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

The Company provides transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement. For retirement benefits, the Company provides a defined benefit plan viz. gratuity benefit for its employees. The gratuity benefit is governed by the Payment of Gratuity Act, 1972. Under the act, employee who has completed five years of service is entitled to specific benefit. The level of benefits provided depends on the member's length of service and salary at retirement age.

5. Details on assessment of value chain partners:

As on date the assessment for value chain partners is yet to be conducted, however, this information will be captured before the next financial years.

	% of value chain partners (by value of business done with such partners) that were assessed.
Health and safety practices	--
Working Conditions	--

6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.

As per the internal EHS audit procedure and assessment carried out, all the observations and non-conformances are adequately recorded and notified for closeout. Once closeouts are done, they are recorded with details of closeouts.

The Health, Safety & Environment Management system has been reviewed and aligned to be a part of and fully incorporated into the contract between contractor and the Company. Its purpose is to set forth the areas of EHS concerns and requirements routinely. The contractor system is intended to supplement any contractual requirements, including EHS Management System manual, guidelines, Standard Operating Procedures, any requirements of client, as well as contractor and sub contractor's own EHS Programme

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential group

1. Describe the processes for identifying key stakeholder groups of the entity.

Stakeholder Group	Stakeholder Identification
Suppliers/ Contractors	The Company as an EPC engages with third party contractors to perform sub task of construction activities. Additionally, the Company also engages with registered vendors/ supplier to source of key raw materials e.g., cement, aggregates, steel and other materials for construction projects, and high-grade metals.
Government Bodies	The Company provides services to public sector clients accounting to 61.57% of its business. In addition to this, the government regulatory bodies issue the permits and license which are applicable to the Company's operation for different states. Further, the regulatory bodies also oversee the compliance of the conditions issued in the permits and licenses. The standards set by these regulatory bodies act as benchmark to control the emission/pollution generated from the construction activity.
Customers	The Company has been providing its services to a host of clients and the private sector clients captures almost 38.43% of its business.
Employees and Workforce	Construction is a labour-intensive activity, and CIL employs over 113916 workers. Hence, their skills development, health and well-being are important for the Company's ongoing and future operations.
Investor/ Lenders	Investors make an important contribution to the growth of the company by providing financial resources for short term i.e., working capital and long term i.e., capital expenditure and investments.
Communities	CIL helps catalyse socio-economic development of communities around its premises and at various locations across the country. Focus is on under-privileged and marginalized sections to enable them to bring them on-par with others.
Shareholders	Shareholders make an important contribution to the growth of the company by providing inputs to the Company's operation through board meetings. They also play significant role through exercise of their voting rights with respect to Company's growth.
Media	Media acts as important channel of communication of Company's performance, policies and plans. They also help in reverse loop in highlighting concerns or issues related to the Company. In order to ensure that there are no gaps in communication, engagement with media entities is a continuous process.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as vulnerable & marginalized group Yes/No	Channels of Communication (Emails, SMS, Newspaper, Pamphlets, Advertisement, Community Meeting, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ Others-Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Lender/ Investors	No	Emails, Meetings, Calls.	On Going	Lending and Compliance of Terms, Resolving Investor Quires and apprising investors of latest relevant development
Shareholder	No	Emails, Meetings, Calls.	Quarterly Con Call	Shareholders Quires and apprising investors of latest relevant development
Suppliers/ Contractors	No	Regular vendor and supplier meets	As and when required	Need and expectation, schedule, need for awareness and other training, their regulatory compliance, EHS performance etc.
Government Bodies	No	Press Releases, Annual Reports, Stock Exchange filings, issue specific meetings, representations	As and when required	Reporting requirement, statutory compliance, support from authority and resolution of issues
Customers	No	Business interactions, client satisfaction surveys	Annually	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.
Employees and Workforce	No	Employee satisfaction surveys, • Circular and messages from corporate and line management • Corporate social initiatives • Welfare initiatives for employee and their families • Online news bulletins to convey topical developments • CSR Programme	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.
Media	No	Press Releases, Annual Reports, AGM (shareholders interaction), Access information and media interactions	As and when required	Performance reporting, good practices, show cases, awards and achievements, initiatives etc are discussed and reported
Communities	Yes (Some of the Company's CSR Project Beneficiaries)	Direct engagement and through the Company's CSR project implementation partners (NGO)	As per CSR Annual Plan	Their expectation and feedback on impact/success of CSR project. Also review scale up potentials and further engagement scope.

Leadership Indicators

- 1 Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company is proposing to set up a ESG Committee for Environment, Social & Governance and performance monitoring. In addition, the Company has also set up CSR Committee, Risk Management Committee, Nomination & Remuneration Committee, Stakeholder Relationship Committee and Audit Committee (Chaired by Independent Director).

The CSR Committee is a committee constituted by the Board and is chaired by an Executive Director & CFO. The Board Risk Management Committee is constituted by the Board and is chaired by an Independent Director. The Stakeholders' Relationship Committee is constituted by the Board and is chaired by an Independent Director. The Nomination & Remuneration Committee is constituted by the Board and is headed by Independent Director. The other Committees mentioned here are internally constituted committees

Quarterly performance update and reviews were conducted by the respective committees on these topics and consolidated performance report and outcome were presented to the Board in their quarterly meetings. The Company is planning to conduct stakeholder engagement exercise on ESG aspects. As per their respective terms of reference, the various Committees (statutory as well as internal) meet periodically to review the performance of the Company in various areas.

- 2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company is yet to develop a strategy to support the identification and management of environmental, and social topics.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder group

There were about 12,000 CSR Beneficiaries recorded through CSR activities undertaken by the Company. Through regular interaction with the community's all-round development of the communities is ensured. The long- term value for the communities through CSR initiatives is one of the commitments of the Company. Currently, the focus areas of CSR activities are: promotion of health care; disaster management, including relief, rehabilitation and reconstruction activities

Principle 5: Businesses should respect and promote human rights

Essential indicator

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY_2022-2023 (Current Financial year)			FY_2021-2022 (Previous Financial year)		
	Total (A)	No. of Employees/ Workers covered (B)	%(B/A)	Total (C)	No. of Employees/ Workers covered (D)	%(D/C)
Employees						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY_2022-2023 (Current Financial year)					FY_2021-2022 (Previous Financial year)				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to Minimum wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	935	-	-	935	100%	972	-	-	972	100%
Male	868	-	-	868	100%	912	-	-	912	100%
Female	67	-	-	67	100%	60	-	-	60	100%
Other than Permanent	727	-	-	727	100%	682	-	-	682	100%
Male	724	-	-	724	100%	678	-	-	678	100%
Female	3	-	-	3	100%	4	-	-	4	100%
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	2000000	-	-
Key Managerial Personnel	-	-	1	175000
Employees other than BoD and KMP	2534	40817.5	102	43025
Workers	-	-	-	-

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

The HR Head of the Company is a single focal point for addressing the human rights issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

All grievances are addressed as and when received by the respective Supervisor/ Managers and through Admin in coordination with HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

6. Number of Complaints on the following made by employees and workers:

	FY_2022-2023 (Current Financial year)			FY_2021-2022 (Previous Financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	01	0	-	02	0	-
Discrimination at Workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has a POSH Policy for the protection of women at workplace to ensure their rights are protected, grievances are received, unbiased investigation are conducted and appropriate measures are undertaken. The POSH policy ensures that the employees can report, without fear of retaliation, any concerns relating to harassment or wrong practices and inappropriate behaviour which may have a detrimental effect on the individual.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

No

9. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Sexual Harassment	NA
Discrimination at Workplace	NA
Wages	NA
Others- please specify	NA

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Nil

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No complaint received in FY22 for human rights violation.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Nil

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

At present the Company is yet to install accessible option for differently abled employees and workers. The Company is proposing to initiate steps towards creating options for accommodating these categories of people in the next financial year, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

As on date the assessment for value chain partners is yet to be conducted, however, this information will be captured before the next financial years.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at Workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Other please specify	-

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY__2022-2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)
Total Electricity consumption (A)	18332576 KWH (65997273Joules)	15704155 KWH (56534958Joules)
Total fuel consumption (B)	516641Ltr (52346066Joules)	276770 Ltr (28042336.4Joules)
Energy Consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	(118343339 Joules)	(437464491 Joules)
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0008	0.0004
Energy intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – The calculation is undertaken by the internal team therefore; third party evaluations are carried out.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY__2022-2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	5830246 KL	6399577 KL
(iv) Seawater/ desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres)	NIL	NIL
Total volume of water consumption (in kilolitres)	5830246 KL	6399577 KL
Water intensity per rupee of turnover (water consumed/turnover)	0.0004	0.0007
Water intensity (optional)- the relevant metric may be selected by the entity	NIL	NIL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No any independent evaluations carried out

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Given the nature of operations of the Company as EPC, the Zero Liquid Discharge is applied in case to case as per regulatory requirement.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY__2022_2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)
NOx	µg/m ³	Total- 63.9 Average- 31.95	Avg 22.7
SOx	µg/m ³	Total- 34 Average- 17	Avg 12.08
Particulate matter (PM)	µg/m ³	PM10 Total- 183.2 Average- 91.6	Avg 62.7
		PM2.5 Total- 86.8 Average-43.4	
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others- please specify	mg/m ³ µg/m ³	CO Total- 1.48 Average- 0.74	Avg 0.36
		Ozone Total- 19.2 Average-9.6	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Aditya Environmental Services Pvt. Ltd. as an external agency has been appointed for calculating air emissions.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

The Company is yet to calculate GHG emission for Scope1 and Scope 2, the same data will be provided from the next financial years.

Parameter	Unit	FY__2022_2023 (Current Financial year)	FY_2021-2022 (Previous Financial year)
Total Scope 1 emissions (Break up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 2 emissions (Break up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) -the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

No, the Company is yet to undertake project and initiatives to reduce its Scope 1 and Scope 2 emissions. From next financial year, the Company will commit to reduce its GHG emission upon calculation of Scope 1 and 2 emission and will set target to reduce the calculated emission.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY_2022-2023 (Current Financial year)	FY_2021-2022 (Previous Financial year)
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	0.5 ton	0.5 ton
E-waste (B)	NIL	NIL
Bio-medical waste (c)	NIL	NIL
Construction and demolition waste (D)	FY 2022- 27933 Ton	FY 2021- 12761Ton
Battery Waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any Break-up by composition, i.e., by materials relevant to the sector)	Steel Scrap - (Ton)- 2926 ton Wooden Scrap (Ton)- 2545.53 Ton	Steel Scrap- 1540 Ton, Wooden Scrap - 439 ton
Total (A+B+C+D+E+F+G+)	33404 Ton	14740 Ton
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		

Parameter	FY_2022-2023 (Current Financial year)	FY_2021-2022 (Previous Financial year)
Category of waste		
(i) Recycled	Construction debris approx..1232 ton Waste steel bars recycled approx. 2926 Ton	Construction debris approx. 1232-ton Waste steel bars recycled approx. 2428 Ton
(ii) Reused	Curing wastewater is reused approx. 164368 KL	Curing wastewater is reused approx. 182438 KL
(iii) Other recovery operations	NIL	NIL
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	27933 ton	12761 ton
(iii) Other disposal operations	NIL	NIL
Total	27933 ton	12761 ton

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

CIL is certified under ISO 14001:2015 and the scope covers its entire operations including offices and construction projects. Under the Environmental Management System, the Company has guidelines for comprehensive waste management for the identification, segregation, collection, recycling and final disposal. The Company has also prepared Waste Management Plan for minimization of the waste generation of waste and maximizing the internal and external recycling of materials. Wherever applicable the company follow 3R principles (Reuse, Recycle, Recovery) for waste management. Awareness sessions are undertaken for the employees who have a role and responsibility towards waste management.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

The Company primarily function as Engineering, Procurement, and Construction basis, therefore, this information is not applicable to the Company.

Sr. No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with ? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

The Company primarily function as Engineering, Procurement, and Construction basis, therefore, this information is not applicable to the Company.

Name of brief details of Project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant web link
--	-	-	-	-	-
-	-	-	-	-	-

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

All the Company's projects follow the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

Sr. No	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non compliance	Any fines/ penalties / actions taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-
-	-	-	-	-

No any such penalty /fines imposed on company.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY__2022-2023 (Current Financial year)	FY_2021-2022 (Previous Financial year)
From renewable sources		
Total electricity consumption (A)	-	-
Total Fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewables sources (A+B+C)	-	-
From non-renewables sources		
Total electricity consumption (D)	18332576 KWH	15704155 KWH
Total Fuel consumption (E)	516641 Ltr	276770 Ltr
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non- renewables sources (D+E+F)	(118343339 Joules)	(437464491 Joules)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

2. Provide the following details related to water discharged:

No wastewater is discharged from any office. Curing wastewater generated from site is reused at the site after primary treatment.

Parameter	FY__2022-2023 (Current Financial year)	FY_2021-2022 (Previous Financial year)
Water discharge by destination and level of treatment (in Kilolitres)		
(i) To surface water		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) To groundwater		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
Total Water discharged (in Kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

The Company is yet to map this data and the same will be provided in the next financial year. For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY__2022-2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	5830246 KL	6399577 KL
(iv) Seawater/ desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres)	NIL	NIL
Total volume of water consumption (in kilolitres)	5830246 KL	6399577 KL
Water intensity per rupee of turnover (water consumed/turnover)	0.0004	0.0007
Water intensity (optional)- the relevant metric may be selected by the entity	NIL	NIL

Parameter	FY__2022-2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
No treatment	NIL	NIL
With treatment- please specify level of treatment	NIL	NIL
(ii) To groundwater		
No treatment	NIL	NIL
With treatment- please specify level of treatment	NIL	NIL
(iii) To Seawater		
No treatment	NIL	NIL
With treatment- please specify level of treatment	NIL	NIL
(iv) Sent to third parties		
No treatment	NIL	NIL
With treatment- please specify level of treatment	NIL	NIL
(v) Others		
No treatment	NIL	NIL
With treatment- please specify level of treatment	NIL	NIL
Total Water discharged (in Kilolitres)	NIL	NIL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

3. Please provide details of total Scope 3 emissions & its intensity, in the following format:

The Company is yet to calculate Scope 3 emission; the same data will be provided from the next financial years.

Parameter	Unit	FY__2022-2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)
Total Scope 3 emissions (Break up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company primarily function as Engineering, Procurement, and Construction basis, therefore, this information is not applicable to the Company.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S r. No	Initiative undertaken	Details of the initiatives (Web link, if any, may be provided along with summary)	Outcome of the initiatives
1	Construction debris are used for Backfilling purpose, waste steel bars are recycled to manufacture secondary steel.	-	-
2	Curing wastewater is reused at site after primary treatment for eliminating dust	-	-

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company analyse the risk caused by the natural events and have put in place appropriate risk assessment system. External experts and specialists are enlisted to assess this risks, identify measures to minimise the risk, and evaluate the effectiveness of the measures,

The Company has established emergency preparedness plans at each project site to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. The duties and responsibilities of all the workers are being communicated periodically.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant adverse impact reported from any contractor or vendors. Code of Conduct (CoC) has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labour practices, human rights aspects, minimum wages, freedom of association, prohibition of child labour and forced labour, ethical behaviour, transparency in business processes and environment conservation. Timely internal environmental management system audit for ISO 14001:2015 and external audits are conducted to evaluate compliance which also includes the Company's contractors and vendors.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts

This data will be calculated from next financial year.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicator

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company does not have any trade and industry chambers/ associations.

1. b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

The Company does not have any trade and industry chambers/ associations.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
-	-	-
-	-	-
-	-	-
-	-	-

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

The Company reported no such cases.

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

Leadership indicators

1. Details of public policy positions advocated by the entity:

The Company proactively engages with various stakeholders including governments, communities, media and provides its inputs on various areas such as infrastructure development and construction etc. The Company ensures commitment to engage in the public policy advocacy process in a responsible and ethical manner.

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by Board (Annually/half yearly/Quarterly/others-please specify)	Web link, if available
-	-	-	-	-	-
-	-	-	-	-	-

PRINCIPLE 8: Business should promote inclusive growth and equitable development**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Nil

Name and Brief details of the project	SIA Notification No.	Date of Notification	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Not applicable as the Company has not undertaken any rehabilitation and resettlement.

Sr. No	Name of Projects for which R&R is ongoing	State	District	No. of Project Affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
-	-	-	-	-	-	-
-	-	-	-	-	-	-
-	-	-	-	-	-	-

3. Describe the mechanisms to receive and redress grievances of the community.

The Company is in process to develop Grievance Redressal Policy which will be extended to all employees and workers. The policy will be implemented from this financial year as per ESG Management System

The Company is planning to appoint/ nominate a dedicated Grievance Officer whose contact details will be communicated to all workers onsite.

Additionally, Grievance Committee will be established to deal with grievances, which will include management, supervisors and workers' representatives at Level I. A Level II comprising of a mix of management representatives at the corporate level will be considered. The workers will be provided access to lodge anonymous grievances as well and an acknowledgement receipt for raised grievance except for anonymous complaints would be provided to the grievant party.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY__2022-2023 (Current Financial year)	FY__2021-2022 (Previous Financial year)
Directly sourced from MSMEs/small producers	1,75,74,80,048 – 100%	1,03,19,63,225 – 100%
Sourced directly from within the district and neighbouring districts	1,75,74,80,048 – 100%	1,03,19,63,225 – 100%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact assessments (Reference: Question 1 of Essential Indicators above):

Nil

Details of negative social impact identified	Corrective Action taken
-	-
-	-

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No	State	Aspirational District	Amount Spent (in INR)
	Maharashtra	Mumbai, Navi Mumbai and Pune	111.80 lakhs

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

The Company has developed a draft procurement procedure. The procurement currently is based on competitive bidding/ based process. No other preferential procurement is undertaken by the Company from marginalized/ vulnerable groups.

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not applicable as the Company does not have any intellectual properties owned or acquired by the entity based on traditional knowledge.

Sr. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefits shared (Yes/No)	Basis of calculating benefits share
-	-	-	-	-
-	-	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

Not Applicable

Name of authority	Brief of the Case	Corrective action taken
-	-	-
-	-	-

6. Details of beneficiaries of CSR projects

Sr. No	CSR Project	No. of Persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of health care, disaster management, including relief, rehabilitation and reconstruction activities	12000+	-

PRINCIPLE 9: Business should engage with and provide value to their customers in a responsible manner**Essential Indicators**

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback

The Company has a robust system for addressing customer/ client complaints, if any. There are no customer complaints pending in the reporting year.

- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

The Company primarily function as Engineering, Procurement, and Construction basis and no product are developed in the Company's capacity, therefore, this information is not applicable to the Company.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	-
Recycling and/or safe disposal	-

- Number of consumer complaints in respect of following

-NIL reported.

	FY__2022-2023 (Current Financial year)		Remarks	FY__2021-2022 (Previous Financial year)		Remarks
	Received during the year	Pending resolution at end of the year		Received during the year	Pending resolution at end of year	
Date Privacy	--	--	--	--	--	--
Advertising	--	--	--	--	--	--
Cyber-security	--	--	--	--	--	--
Delivery of essential services	--	--	--	--	--	--
Restrictive trade Practices	--	--	--	--	--	--
Unfair Trade practices	--	--	--	--	--	--
Other	--	--	--	--	--	--

- Details of instances of product recalls on account of safety issues:

Not Applicable

	Name	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

- 5 Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

The Company has developed an Information Technology Policy Manual which covers details of equipment usage, internet usage, information security, email, software usage. However, the same is yet to be disclosed on the Company's official website.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

None

Leadership Indicators

- 1 Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The Company's business offering can be assessed from this website link <https://www.capacite.in/portfolio/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

None

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

None

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact

Nil

- b. Percentage of data breaches involving personally identifiable information of customers

Nil